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# Supporting the Navy's Workforce Strategy

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Director

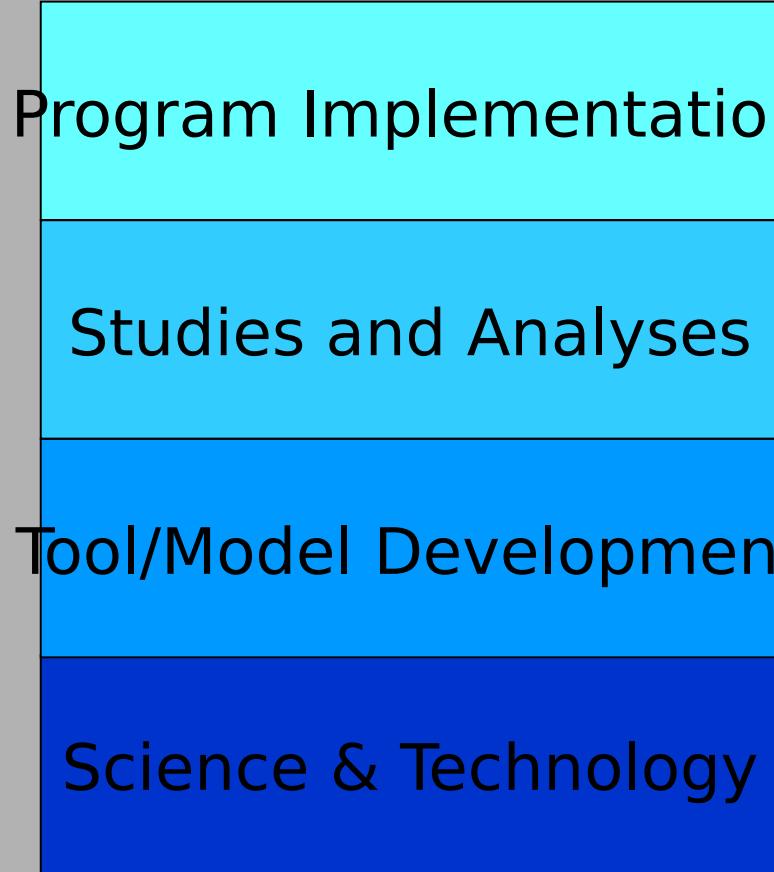
Workforce, Education and  
Training

September 3, 2016

# A Simplified View of Workforce

## R&D

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Program Implementation

Studies and Analyses

Tool/Model Development

Science & Technology

# What we do and where it fits



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# What we do and where it fits



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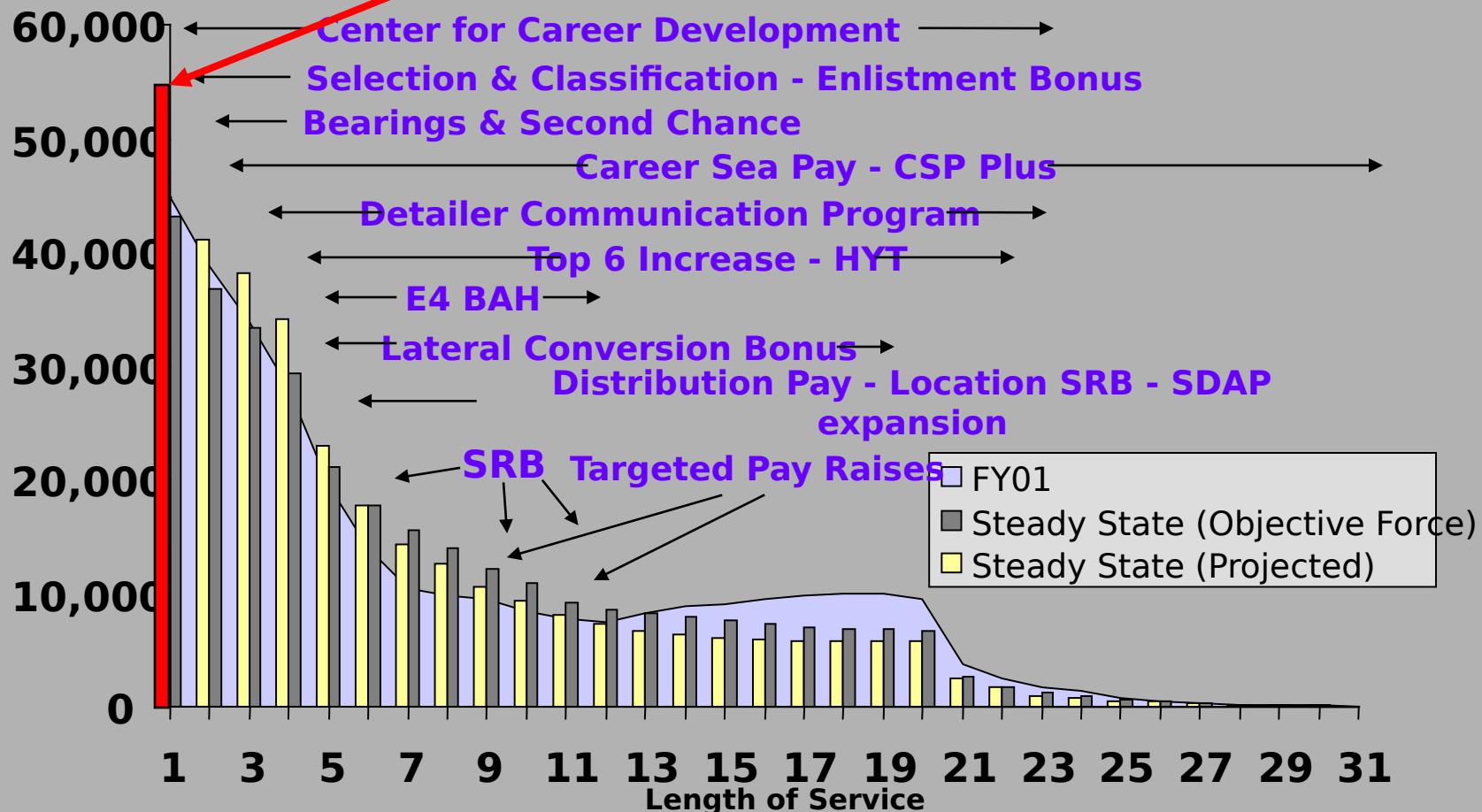
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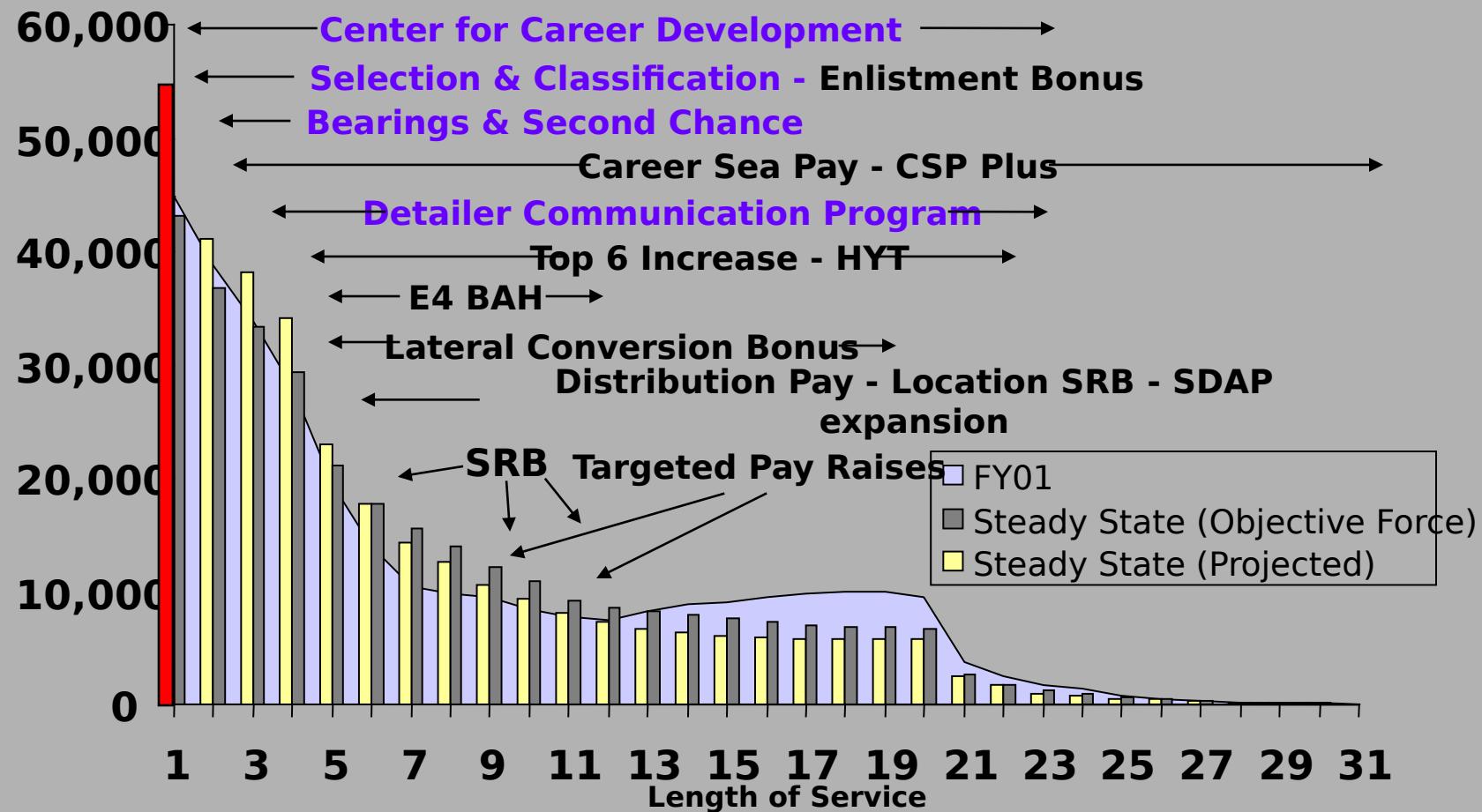
# Enlisted Focus Area



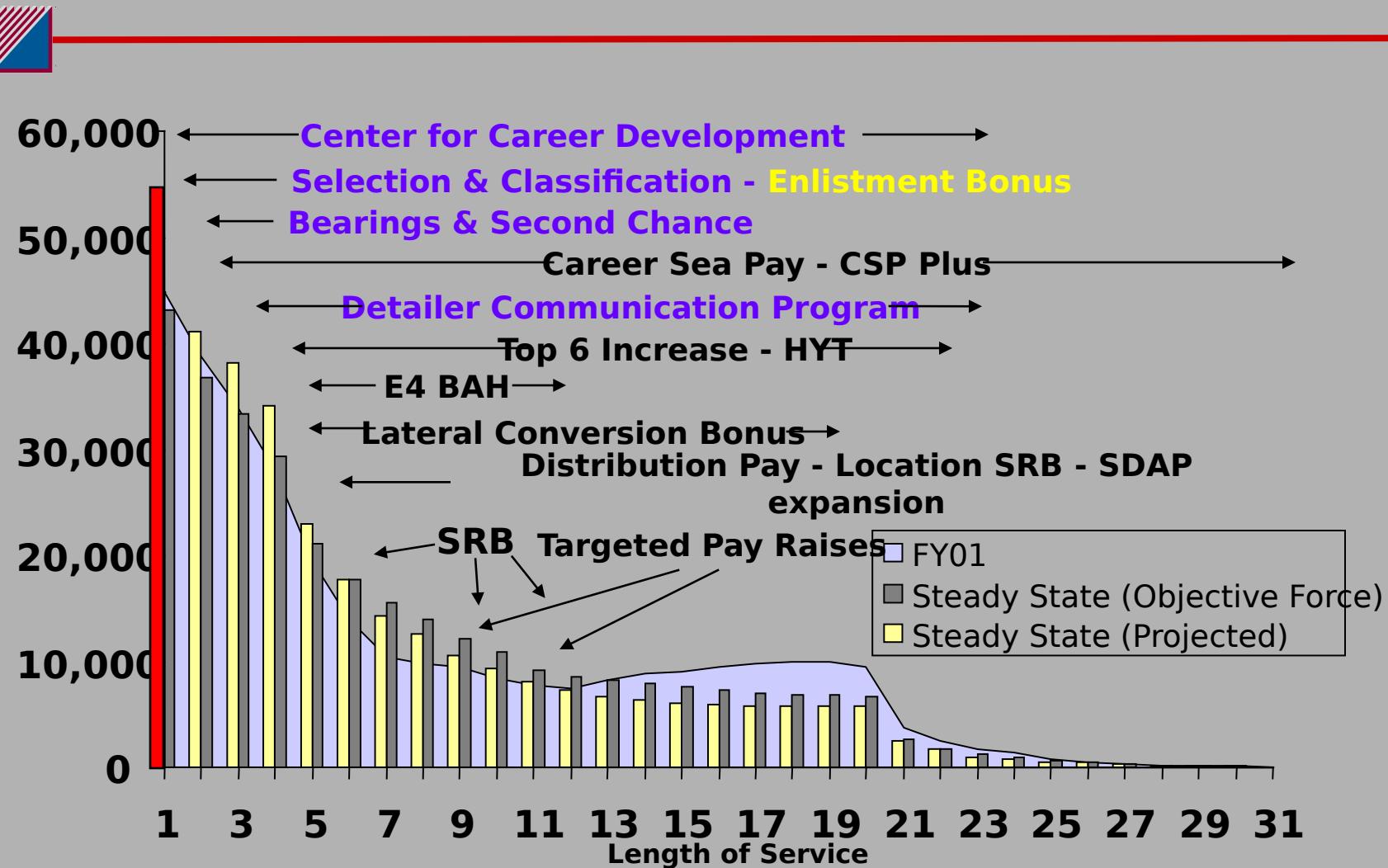
**We Work In Year "0"**



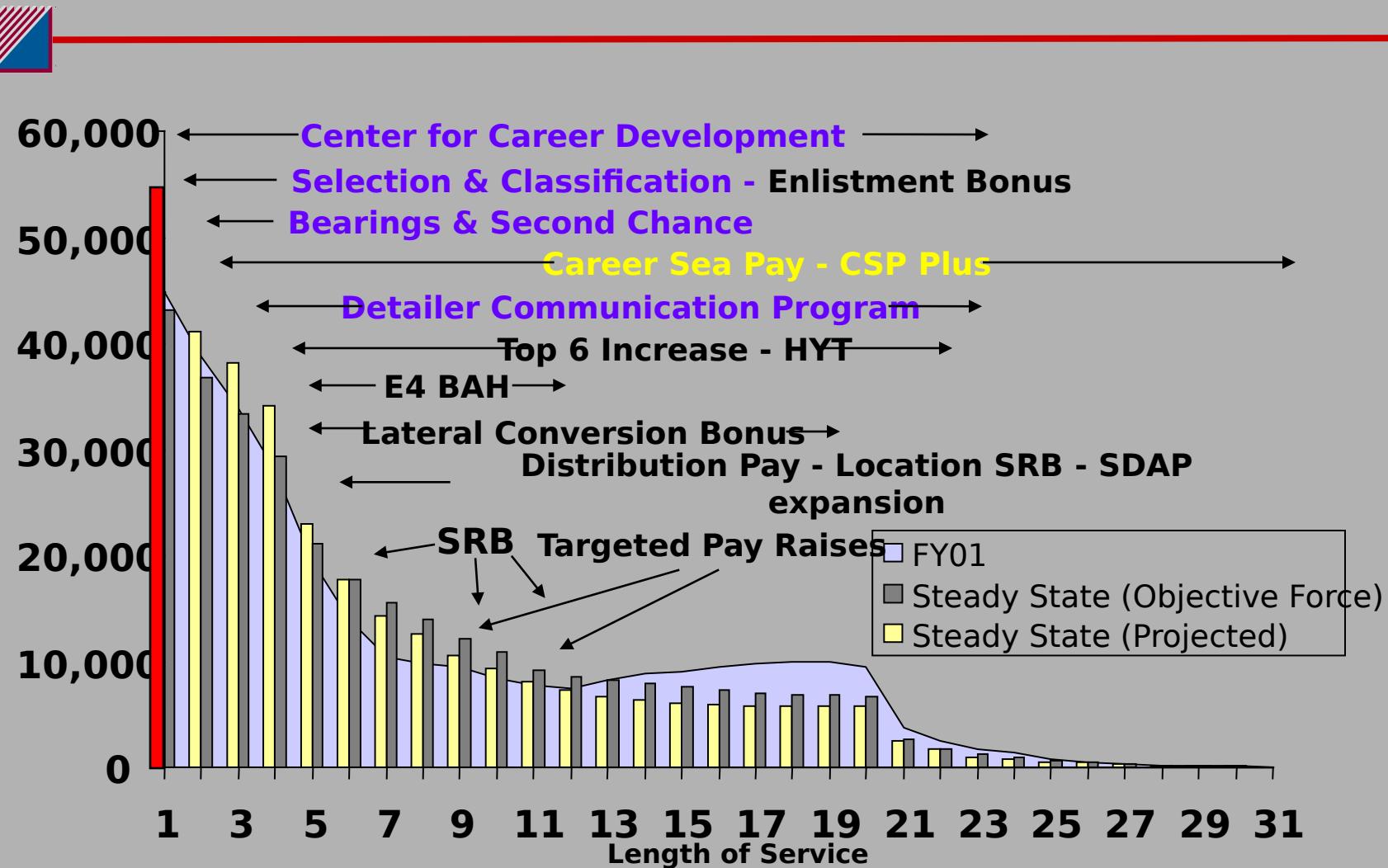
# Compensation Programs



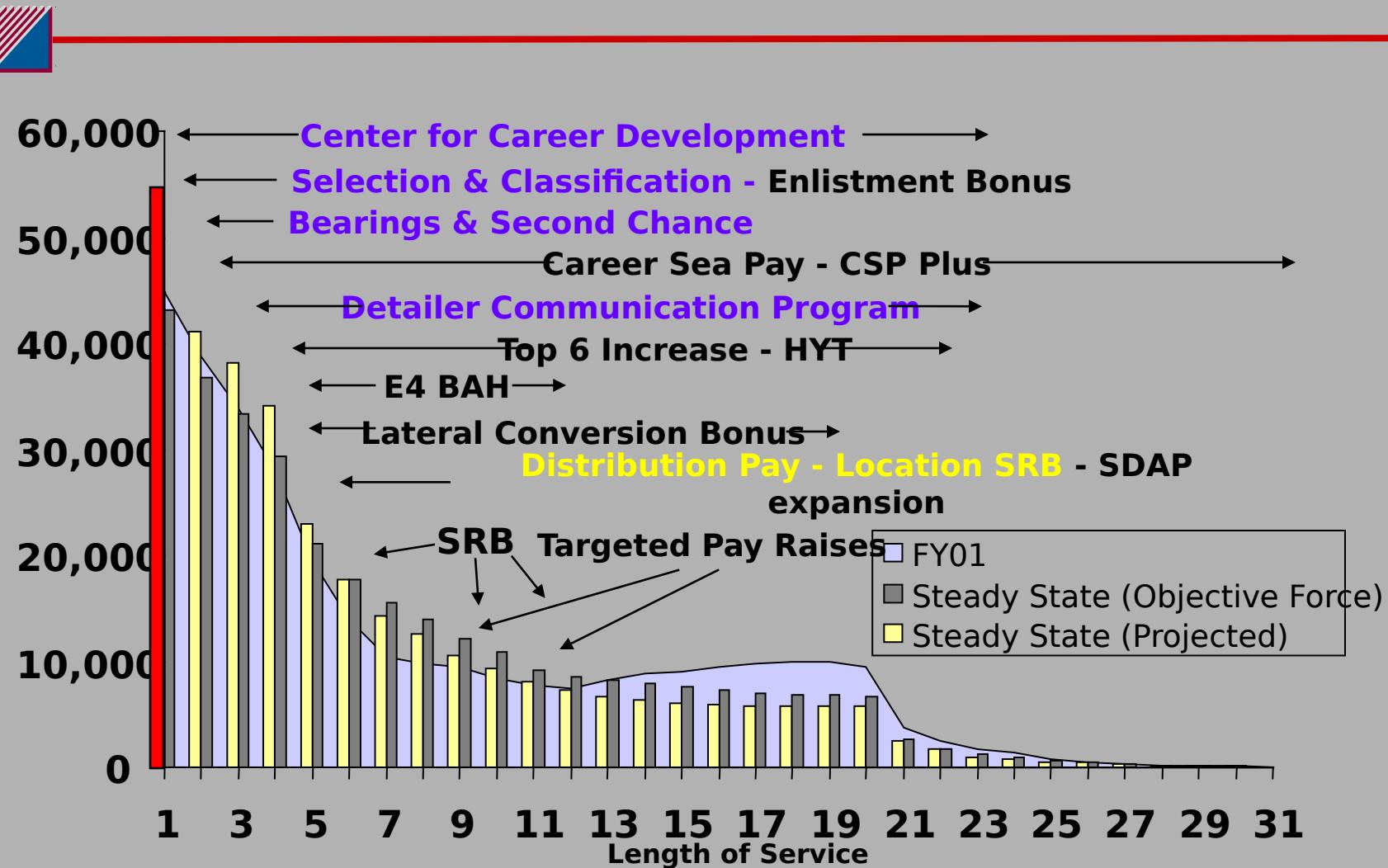
# Relevant CNA Studies



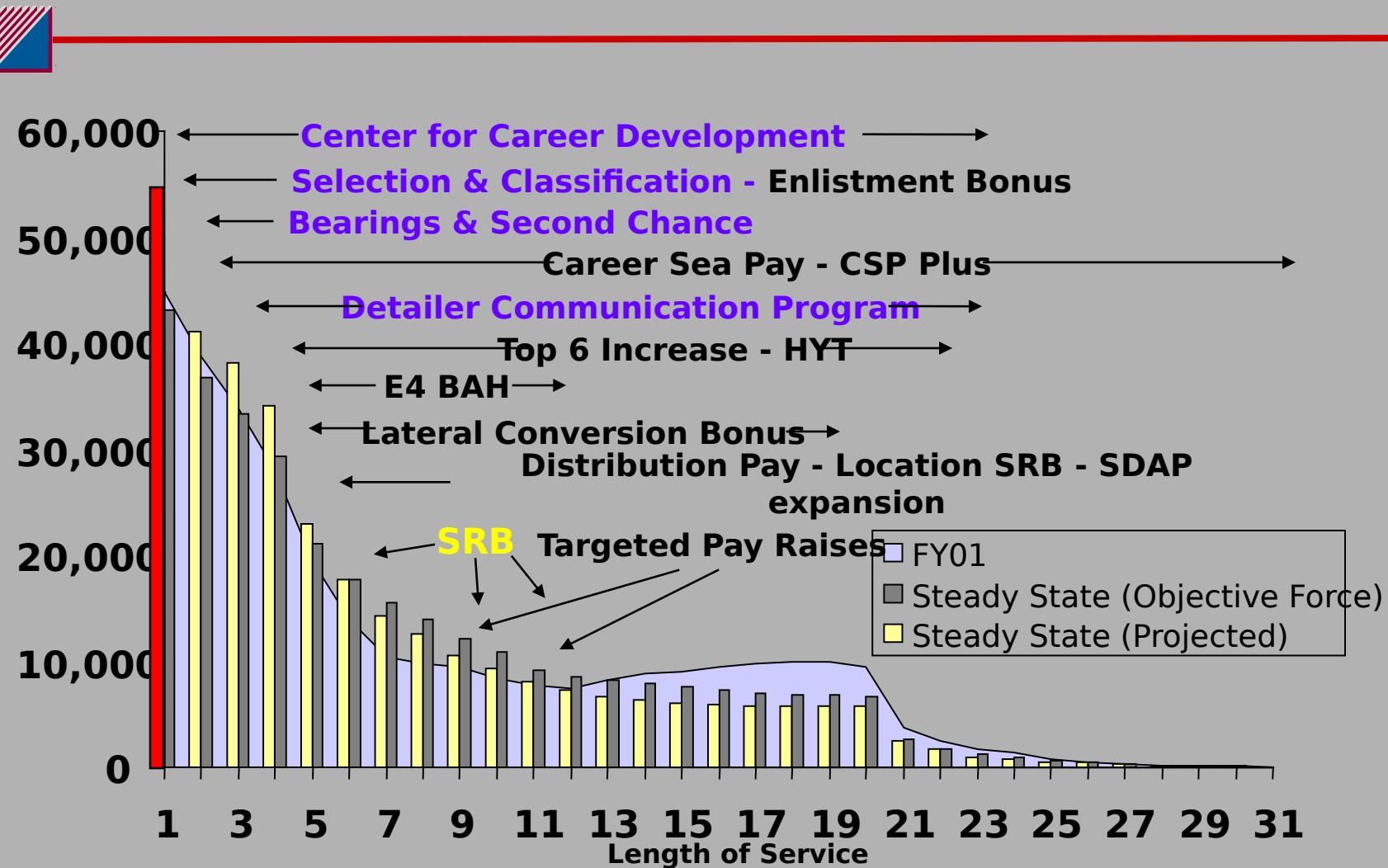
# Relevant CNA Studies



# Relevant CNA Studies



# Relevant CNA Studies





# In Search of the “True Manpower Requirement”

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- Looking inside the “black box”
  - Quantify the impact of long forgotten assumptions
  - Identifying ways to integrate costs and innovation in the process
- Standard Navy Workweek
  - Empirical assessment of the “model” vs. reality



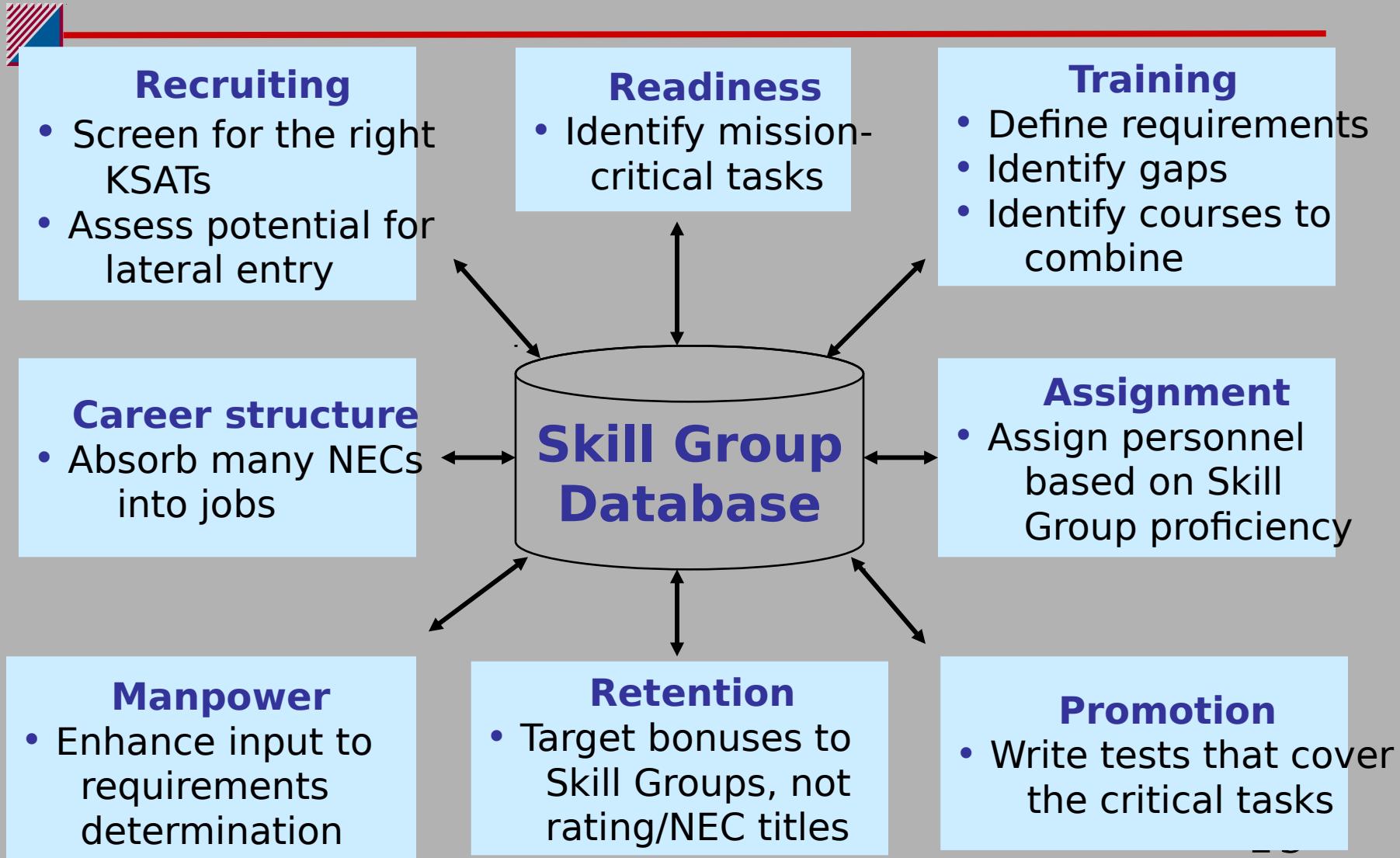
# Developing an Alternative Approach to Defining

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## Work

- Replacing Occ Stds with Skill Objects
  - More comprehensive by accounting for **Knowledge, Skills, Abilities and Tools** (KSAT)
  - More direct cross walk to civilian jobs (DOL)
  - Creates a Skill Object database with multiple applications
- Applications
  - IT Workforce
  - DDG-51
  - Navy-wide

# Potential Applications



# Challenges Ahead

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- Keeping up with the Secretary and CNO
- IT transition and data availability
- Declining core funding

# Questions?